



REPLY TO
ATTENTION OF

DEPARTMENT OF THE ARMY
U.S. ARMY ENLISTED RECORDS AND EVALUATION CENTER
8899 EAST 56TH STREET
INDIANAPOLIS, INDIANA 46249-5301



AHRC-EB

24 February 2006

MEMORANDUM THRU Headquarters, United States Army Training and Doctrine Command, Attention: ATTG-P, 3 Fenwick Road, Building 11, Fort Monroe, VA 23651-1049

FOR Commandant, US Army Adjutant General's School, Ft. Jackson, SC 29207-7045

SUBJECT: Career Management Field (CMF) 42A Review and Analysis

1. Reference memorandum, HQDA, DAPE-MPE-PD, 31 January 2006, subject: Memorandum of Instruction for the FY06 Sergeant First Class Promotion Board.

2. In accordance with the referenced memorandum, the selection board panel reviewing records for CMF 42 submits this Review and Analysis to assist you in executing your duties as proponent for 42A within this CMF.

3. Competence assessment of Promotion Zone (strengths and weaknesses).

a. Performance and potential (particularly leadership opportunities).

(1) There was no clear aspect of the performance or potential of 80% of the SSGs because the NCOERs are extremely inflated.

(2) It appears like every NCO was "Amongst the Best" and a 1 and 1 which made it impossible to clearly select the very best.

(3) A noted concern were short term NCOERs (3-4 months) that made it difficult to consistently evaluate performance compared to reports of longer periods.

(4) There were a number of NCOs that had UCMJ/General Letters of Reprimand on their OMPF, but the misconduct was not mentioned on any NCOER for the period it occurred. Raters/Senior Raters must include the information on the NCOER when appropriate.

— b. Utilization and assignments (particularly in PMOS).

(1) Most NCOs were being utilized in their PMOS.

(2) Many NCOs are working in positions of greater responsibility i.e. SFC and MSG positions.

(3) About 20% of the NCOs are working in SGT positions in excess of 12 months. This fact was viewed negatively by the board members.

c. Training and education seemed to be very good.

(1) Most NCOs have received all required training.

(2) Most NCOs achieved at least an Associates' Degree and attended schools in which they received additional skills.

(3) NCOs should take advantage of converting military education to civilian education.

(4) About 50% are not actively enrolled in military correspondence courses. Enrollment in correspondence courses was viewed favorably as professional development by the board members.

d. Physical Fitness.

(1) This area was of some concern, because many NCOs appeared not in compliance with the HT/WT standards of AR 600-9 and APFT scores were only average. NCOs appeared heavy in photos even though the NCOER said they were IAW AR 600-9. Professional appearance appeared compromised.

(2) Very few NCOs had APFT scores of 270 and higher or were awarded the APFT badge. Those who were awarded the APFT badge, in some cases rating official were not documenting this fact on the NCOER.

e. Overall career management.

(1) Most of the NCOs have served in variety of jobs and assignments that enhanced their careers.

(2) Numerous NCOs were working in positions of greater responsibilities.

4. CMF structure and career progression assessment.

a. MOS compatibility within CMF.

(1) Compatibility is good; however, there is a need to cross level the 42As into the 42L arena and job assignments.

(2) For professional growth and development, start assigning them to SGS, Attaché, Courier, and Postal positions.

b. Suitability of standards of grade and structure. Clearly define Human Resource positions at G1, BDE, BN, and PSB levels to ensure duty descriptions are accurate and viable. The board members found a wide disparity of duty titles and in some cases grades for the same job and position description.

c. Assignment and promotion opportunity.

(1) NCOs are in some positions too long which. These NCOs are not as competitive as those who have had a variety of duty positions with quantitative time i.e. 9 months.

(2) NCOs should be encouraged to seek special duty assignments i.e. Drill Sergeant, Recruiting, Instructor, Attache, and Courier duties. However, consecutive assignments tend to detract from primary MOS skills.

d. Overall health of CMF.

(1) Overall, the CMF is healthy and should provide the leaders of tomorrow.

(2) Junior SSGs seem to be more competitive and in the most challenging positions.

e. Other.

(1) Numerous NCOs had graduated ANCOC and were volunteering for Recruiting, Instructor, and Drill Sergeant Duty.

(2) Very few NCOs were SGT Morales, Audie Murphy, or NCO of the Year awardees/inductees.

5. Recommendations. (Proposals keyed to subparagraphs above).

a. Competence. 42As need to be placed in 42L positions to ensure they are just as competitive for promotion once the MOSs have been consolidated.

b. CMF structure and career progression. Based on the consolidation of 42A/L structure, a career progression path should be developed that is viable for both categories of NCOs.

c. Other. NCOs need to ensure, when possible that they have a current photo and that their uniform is IAW with AR 670-1. There were many discrepancies that included, but are not limited to: improper fit of uniform, improper ribbon placement, finger nail

AHRC-EB


SUBJECT: Career Management Field (CMF) 42A Review and Analysis

violations, improper placement of combat stripes, missing rank, and the proper position of attention.

6. CMF Proponent Packets.

a. Overall quality. Overall the packet provides great information which is viable in setting standards and tracking where an NCO should be in their professional growth and development of his/her career and allows for accurate comparison of 42A and 42L positions.

b. Recommended improvements. Information is good, but needs to provide more information on 42F as it relates to positions within the human resources arena to allow more comparison to 42A positions.


EDDIE A. STEPHENS, JR.
Colonel, AG
Panel Chief